Role of Human Resource Management in the Development of Sugar Industries

With Special Reference to Vilas Sahakari Sakhar Karkhana Ltd. Niwali, Dist. Latur

A Synopsis Submitted for Ph.D. Registration in Commerce

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Introduction

Human Resource Management :

Human resources are the most valuable and unique assets of an organisation. The successful management of an organisation human resources is an existing, dynamic and challenging task, special a time when the world has become a global village and economies are in a state of flax. The scarcity of talented resources and the growing expectations of the modern day worker have further increased the complexity of the human resource function. Even though specific human resource functions or development. The actual management of human resources is the responsibility of all the managers in organisation.

It is therefore necessary for all managers to understand and give due importance to the different human resource policies and activities in the organisation. Human resource management outlines the importance of HRM and its different functions in an organisation. It examine the various human resources processes that are concerned with attracting, managing, motivating and developing employees for the benefit of the organisation.

Sugar Industry :

Sugar industries development is backbone to economic development of the nation. In India, Sugar industry is the second largest agro-based industry and it contributes significantly to the socio economic development of the nation. Sugarcane is the key raw material for the producing of sugar in India. Two different raw materials sugarcane and beet are the extracted from the sugar; both produce identical refined sugar. Sugar growing in semi-tropical region is two-third of world sugar production. The balance the one third of beet is

grown in temperate climate. Original home of sugar and sugarcane was the well-known of India. Indian tradition also supports that the sugar and sugarcane is originally origin in India. Sugar industry is second largest agro based industry after comparing the cotton industry in India. Sugarcane is most important commercial crop and it occupying 5.0 million hectares in area of the Indian nation. It contributes significantly to the socio economic development of the nation. Indian sugar industry is also a major sector to generate employment to rural population. Probably 0.5 million people dependent on sugar factories and also 50 million sugarcane farmers and 7.5 per cent of the rural population were involved in cultivation of sugar, harvesting and ancillary activities in India. Indian sugar industry development is backbone to economic development of the rural areas through mobilizing rural resources leading to generation of employment, to prove transportation facilities.

Many sugar industries were launched hospitals, school and colleges of the promotion of rural areas. Sugar industry is also involve to make avail of sugar complexes by manufacturing sugar, bio-electricity, bio-ethanol, bio-manure and chemical, paper and particle board factories and cogeneration plants. The Indian sugar industry is self-sufficient in its vigor needs and also makes surplus exportable power through co-generation. The various byproducts of sugar industry also contribute to the economic growth of the nation to promoting a number of supplementary industries. Sugarcane has emerged as a multi-product crop used as a basic raw material for the production of sugar, ethanol, paper, electricity and besides a cogeneration of ancillary product. The feeding of cattle of sugarcane is important source of bio-energy and more demand in rural area. Molasses is an important nourish-stock for distilleries. The ethanol requirement of the country is going up increasingly. In sugar industry, production of electricity using bagase was the

typical option and use of agasse as an alternative raw material for wood pulp for economic and environmental sustainability.

Vilas Sahakari Sakhar Karkhana Ltd., Niwali Dist Latur :

The Vilas Sahakari Sakhar Karkhana Ltd. was established to take care of surplus and excess sugar cane production in latur taluka and for overall development of latur dist. As per the given ideology of honorable Shri Vilasraoji Deshmukh. Vilas Sahakari Sakhar Karkhana ltd. registered on dated 21-03-2000. The project was accomplished within a short period of eight months and came into operation in the year 2001. In trial season plant was operated on full efficiency crushing capacity utilisation of132. 33% and crushed 253491MT sugarcane.

Review of Literature :

Mrs. Nisha Dubey (2008) :

A systematic endeavor was made to examine intensively the policies, programmes, practices perfainiving to various dimensious of HRM in selected study. In this study evaluvate the HRM practice and its effect on industries policies.

Ravindra Prakash Singh (2000) :

In this study. Find effects of overview of the human resource development policies. Practices and industrial relations situation in indian industreies and the pregent work makes an analytical and indepth study of the human resource development policies, practices and industrial relations.

Babasaheb Patil :

The overall study that emerge in this firm has been maintained well and efficient department in the management. It's all sections are working efficiently. The production capacity of Sugar has been improved.

R. Revathi (Reg. No. 1211040016)

In this chapter is devoted to enlightening the major findings of the study. The researchers has given suitable suggestion for better management. The conclusion is also drown based on the research finding.

Objective of Study :

1. To Find out analysis the role of Human Resource Management in the development of sugar industry.
2. To Find the effects of human resources in the management of sugar industries.
3. To evaluate the HRM practices and policies adopted by sugar factory for further development.
4. To evaluate the various HRM functions which effect on production in organisation.
5. To study the problem & prospects of HRM in sugar industries.

Hypothesis :

1) Human resources and management effects on the development of sugar industries.

2) In Sugar industries employee satisfaction depends on human resource management.

3) Human resource management increases the quality of product.

Research Methodology :

Research Methodology process includes a number of activities to be performed. These are arranged in proper sequence of timing for conducting research. One activity after another is performed to complete the research work.

Primary Data :

The primary data of HRM in Vilas Sahakari Sakhar Karkhana Ltd. Niwali, Dist. Latur will be collected by survey. The survey would be done with the help of pre-designed questionnaire.

Secondary Data :

These data would include books, records of Sugar industries, journals, periodical, Newspapaers, Magazines, Annual reports.

The primary and Secondary dat have been collected to cover every aspect of the study.

Selection of Sample :

To complete this research study research scholar will study on following sample which was drown.

Sr. No.	Particular	Total Workers	Selected Sample (25%)
1	Seasonable Worker	197	50
2	Permanent Workers	268	67
	Total	**465**	**117**

Structured questionnaire will be used to generate the primary data with a sample size of 117. Interview schedules will be uses for the workers in VSSKL Niwali. The questionnaire types based on HRM. The sample selection is 25% of total workers.

Statistical Tools & Techniques :

It is proposed to use various statistical tools & techniques for tabulation analysis and interpretation from data collected. It would include averages, percentage, Test, etc.

Utility of Study :

HRM policies and practices followed by these industries such an analysis relating to HRM policies and practices in sugar industry. It is hoped, will help in understanding and analyzing the HRM policies and practice adopted by the sugar industry under private sector. In this context, it is also hoped that there is every had to suggest improvements in the existing organisational human resources philosophy, HRM policies and practices in the industry. Such an attempt not only provides an insights and analytical background but also helps the management to evolve the suitable HRM policies in sugar industry particularly under private sector that will contribute for the development of the sugar industry.

There is a need for evolving an effective HRM concept, which is consistent with findings of behavioral science research. Recent studies have been attempting to find out how a human being can developing of the sugar industry. This study is useful for all workers or human resources which are worked in sugar factories. Same as this study is useful the other undeveloped sugar industries to developing its organisation.

The many other researchers and students they are research on sugar industries, so as students and researchers this study useful.

Scope of the Study :

The scope of the study has been counted to the undeveloped sugar industries in India.. In present study covers the effect of HRM in developing sugar factory. Therefore this study is useful of undeveloped sugar industries for developing its organisation.

Limitation of Study :

1) This study is limited for the period of 10 years.
2) This study refers to Vilas Sahakari Sakhar Karkhana Ltd., Niwali only.
3) This study finds the role of HRM in sugar industry.

Period of Study :

The study basically covers a period of 10 years in the post reform scenario, ending with 2018-19. The study period is 2008-09 to 2018-19.

This study is on 10 years period.

Chapter Scheme

Chapter : 1 – Introduction of the Study

- Human Research Management
- Human Resource Polices & Practices
- Sugar Industry's – In India, in Maharashtra, In Latur District

Chapter : 2 – Review of Literature

-Literature is the most important part of any research. This topic the review will takes for research articles and books relating to the research topic.

Chapter : 3 – Objective of Study

Chapter : 4 – Analysis role of HRM in selected Sugar Industry

- Analysis of HRM in Vilas Sahakari Sakhar Karkhana Niwali, Dist. Latur.

Chapter : 5 – Suggestion / Recommendation

Chapter : 6 – Summary of Conclusion

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